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15 JAN 2019

APVG-CG

MEMORANDUM SEE DISTRIBUTION

SUBJECT: 25th Infantry Division and United States Army Hawaii Policy Letter #24 -
Nursing Mothers

1. References.

- a. 29 U.S. Code § 207(r).
- b. Army Directive (ARMY DIR) 2015-43, Revised Breastfeeding and Lactation Support Policy, 11 November 2015.
- c. Army Regulation (AR) 600-8-24, Officer Transfers and Discharges, 12 April 2006.
- d. AR 635-200, Active Duty Enlisted Administrative Separations, 19 December 2016.
- e. Department of Defense Instruction (DoDI) 1342.19, Family Care Plans, 7 May 2010. Incorporating Change 1, November 30, 2017.
- f. United States Office of Personnel Management (OPM), Guide for Establishing a Federal Nursing Mother's Program, January 2013.
- g. United States Army Public Health Command (USAPHC) Technical Guide 281, A Guide to Female Soldier Readiness, June 2010.
- h. United States Army Pacific (USARPAC) Policy Memorandum 15-05, Nursing Mothers Policy, 14 May 2015.

2. Purpose. To establish a policy to support mothers who desire to express milk or breastfeed during duty hours and provide guidance for use of government facilities.

3. Applicability. This policy applies to all Soldiers, Civilians, Family Members, and other personnel who work on, reside on, or visit 25th Infantry Division and United States Army Hawaii (USARHAW) facilities.

4. Discussion. All commanders will ensure all nursing mothers on 25th Infantry Division and USARHAW installations have adequate facilities and reasonable time periods to breastfeed their children and/or express breast milk in compliance with federal laws and installation policies.

5. Policy.

a. Female Soldiers and DA Civilians have the option to continue breastfeeding their babies after they return from maternity leave. If they so choose, commanders must:

(1) Provide a reasonable break time for a Soldier / DA Civilian to express breast milk for her nursing child for one year after the child's birth, each time such person has need to express milk.

(2) Provide a clean, quiet, private area, in both garrison and field environments, which are shielded from view and free from intrusions from coworkers and the public, to be used by a Soldier or employee to express breast milk. The room must have locking capabilities, an electrical outlet inside the room, access to a safe water source, good lighting, proper ventilation, and a place to sit (other than the floor) with a flat surface. Bathroom and latrine facilities will not be used.

(3) Provide information per USAPHC Technical Guide 281 to expectant and nursing mothers. This should include information pertaining to the time and space available for expressing milk, as well as any additional medical and lactation support resources available.

(a) Incorporate options for enlisted Soldiers into the mandatory pregnancy counseling IAW AR 635-200.

(b) Incorporate options for officers into the mandatory pregnancy counseling IAW AR 600-8-24.

(4) Develop a written support plan if the Soldier / DA Civilian desires to express milk during the duty day. This may be established as a standing operating procedure within a command.

(5) Commanders may create broader support programs and designate government facilities to enable their support programs.

(6) Military mothers of newborns shall receive a 4-month deferment from duty away from home station for the period immediately following the birth of a child IAW DoDI 1342.19.

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b. For all nursing mothers on 25th Infantry Division and USARHAW installations, other than in the situations described in paragraph 5(a) above:

(1) Federal law authorizes women to breastfeed their children at any location in a federal building or on federal property, provided that they are otherwise entitled and authorized to be present at the location.

(2) Mothers may breastfeed their children in public spaces or in public buildings on USARHAW installations. Nursing mothers will not be subject to harassment, ridicule, or intimidation. Any individual who becomes disruptive, non-compliant, or otherwise engages in similar uncooperative behavior will be asked to leave the facility or area. Multiple disruptions may result in loss of facility access privileges.

6. This memorandum supersedes USARHAW Policy Letter #18, dated 17 June 2015, and remains in effect until superseded or rescinded in writing.

7. The point of contact for this memorandum is LTC Norberto Rodriguez, 25th Infantry Division Surgeon, at (808) 655-4113 or norberto.rodriguez40.mil@mail.mil.



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